App. F. IX-4

Previous References. 1943. 44 9f

File No. 3/43.

Serial Nos. S 11.

Later References.

9/w 141-43 (1-2)

C/41 MW57

GENERAL AND REVENUE SECRETARIAT

Serial Nos. 2

P13

Part B for June 1944

SUBJECT

Furlough leave to employees of Industrial Concerns.

For NO 4

Sanctions the proposal of the G.D.I.C as modified by the Comptroller.

Sodayal

7.12.44

Grant of Furlough Leave to employees of Industrial Concerns &c 2001

Continuation Sheet. re File No. / Current No. 3 of 63 Page.

Letter No. F 328 dt 10-9-43 from the Govt D.I.C requesting orders regarding the correct interpretation of the Rules regarding the grant of Furlough leave as per Iowa Service Rules to the employees of Govt Industrial Concerns.

A copy of Iowa Service Rules is not with the file

I submit for perusal. If approved the Comptroller will be Consulted U.O. in the matter in the first instance

25/9/43

Dev Sec) 28/9/43

27/9

3 yes C. 4/x

5/10.

U.O. No. 105/43-44 dated 6-10-43 Forwarded W/c to the Comptroller.

for Secretary

587/Spl. 10.1.44.

U.O.No.521/IAD dated 6-1-44

Returned with compliments.

COMPTROLLER'S OFFICE, D. A. D. 339 - OCT. 1943 SPECIAL SECTION

U.O.24/IAD.

(2) The following is the opinion of this office on the several proposals of the Government Director of Industrial Concerns:-

Item (i)- The date from which the employees are brought on the monthly pay basis may be taken into consideration.

Item (ii) The existing rule is clear and may continue (i.e. Furlough for a fraction of continuous service of 7 years is not permissible).

Item (iii) - The maximum Furlough Leave that may be allowed to accummulate may be limited to twelve months on half pay or six months on full pay. The maximum Furlough Leave that may be taken at one time may be limited to six months on half pay of three months on full pay.

Item (iv) - If the maximum Furlough leave that may be allowed to accummulate is limited as suggested in item(iii) above, any leave earned in excess of the limit will automatically lapse.

Furlough leave to employees of industrial Concerns

Item (v) This may be agreed to.

Item (vi) — do —

Item (vii) - It is enough if the employee is drawing Rs.30 per mensem on the day he applies for furlough leave and has completed seven years of continuous service on monthly pay.

M Shamanna
Comptroller

OFFICE OF THE COMPTROLLER FOR INDUSTRIES & SUPPLY
MAR 6 1944
No. 5227

JV/6

6/2 held for orders whether the recommendations of the G.O.C. as modified by the Comptroller may be sanctioned. The Secy may be consulted in the matter.

14/1/44 The modifications suggested by the Comptroller re: items (i) & (vii) seem to me to mean that service on the daily rated basis does not count for furlough leave.

& The proposals of the G.O.C. as modified by the Comptroller may be sanctioned with financial concurrence.

Dev Secy) 17.1.44

Min. Supply / Fin. / C Sec

Co 24/2

4227

Draft G.O Pub 2 for orders.

Mr. N.A. Please put up in an annexure in the form of a Sec - GL memo: doubt, G.O.C's recommendations & the opinion of the Comptr, saying in the body of the G.O what is contd in paras 8 above. (may be typed)

WD 01809—GPB—60,000—26-1-43

Furlough leave — Work Service Rule

G.R.S. III—3]

2001

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Revised draft G.O to put up for orders.
Subject appd
Dev Sec
15/4.
15/4
30/4/44 ww
Secy
Co
3/5.

1. [illegible] 19[illegible]
Gc
Jl-cm. 3538

4 MAY 1944
GEN. & REV. SECTT.

Furl. Secy. has agreed.
Draft Govt Order submd.
12/5/44
12/5
Jr
Gl 8/5

Gstund

D 7189-99 dated 12-5-44.

To the Govt Dir Ind concerns
" Dir of Ins
" Commissioner of Labour
" Comptroller through F.D
" C.E. of Forests
" Gl Manager M.S.
" Gl Manager H.Grs W Bhadravati

Sanctions the proposal, in G.D.O.C as modified by the Comptroller, in respect of the procedure to be adopted in granting extra furlough leave under the Work Service Rules to the employees in the Govt Industrial Concerns

B
Jr
2/6.

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

WD 05636—GPB—36,000—20-3-40

F. No. 46] **GOVERNMENT OF MYSORE** Fc 3.43.5

No. G. 328
Encls. 2 Sheets

OFFICE OF The Government Director, Industrial Concerns, Bangalore.

Date 10th September 1943.

To

The Secretary to Government,
Development Department,
Bangalore.

2001

Sir,

Subject:- Grant of Furlough leave as per Works Service Rules.

I have the honour to state that the General Manager, Government Electric Factory has submitted a note setting forth certain doubts felt by him in the interpretation of the rules regarding the grant of furlough leave as per Work Service Rules to the employees of the Government Electric Factory. ~~The Commissioner of Labour was consulted while consulted~~ The Commissioner of Labour was consulted in the matter. A statement showing the doubts referred to by the General Manager, the opinion furnished by the Commissioner of Labour thereon and my recommendations on each item is placed below. I request you to kindly obtain and communicate the early orders of Government on the proposals. The General Managers of all the Government Concerns under my control will be instructed to adopt the correct procedure

p.t.o.

General Manager's Note.	Opinion of Labour Commissioner.
(i) This factory was started in June 1935. The employees were on daily and hourly wages. Some of them were treated on monthly wages on different dates from 1-3-38. Whether the period of 7 years' continuous service necessary to entitle one for furlough leave, should be calculated from the date of employment in the factory or from the date of conversion to monthly rated staff, is for kind instructions. Further recommendation of General Manager Re: (1) If the opinion of the Labour Commissioner is adopted, it will cause great hardship on almost all the employees of the factory, since most of them were employed first on daily wages and subsequently brought on to monthly rated staff and a good amount of their service would go without consideration for furlough leave. To interpret Rule 9 in the above manner would place the employee in a position of unmerited disadvantage and it is not sure if this is the spirit of the order.	Furlough is admiss ble only to monthl rated employees. date from which t employees were placed on monthly basis should be reckoned for purp of calculating furlough.
~~(a)~~ (ii) Further, it is not clear whether in this case also if leave due may be calculated at 1/12 th of 6x30/7 days per month, for the period of service in excess of 7 years.	
~~(b)~~ (iii) There is no limit fixed to the accumulation of this leave. One who has put in 8 years service may ask for 6 months and 25 days furlough. Whether he could be granted leave to this extent is the point at doubt.	(iii) It is made from this rule tha maximum period of lough leave permis is six months.
~~(c)~~ (iv) The cite another case, after 7 years' service, a man takes only 4 months furlough leave at credit; six months later he applies for all furlough leave at credit. Whether the leave then due is 2 months or 2 months and 12 days is a point on which orders are solicited.	

Recommendations of the Government Director.	Opinion of the Comptt & Govt.
(i) The General Manager has recommended for grant of furlough leave in the cases of employees who have put in 7 years' continuous service including a part of service on the daily rated basis. In view of the ~~xxxxxxxxxx~~ difficulties stated a concession may be shown to such employees. Government may be pleased to extend the benefit of furlough leave under Works Service Rules to such of the employees of the Industrial Concerns who have completed 7 years' continous service, partly on the daily rated basis and subsequently on the monthly basis with a proviso that half the service on the daily rated basis will count for furlough subject to a maximum of 3 years.	(i) The date from which the employees are brought on the monthly pay basis may be taken into consideration.
(ii a) The rules provide clearly that furlough for a continuous service of a fraction of 7 years is not permissible.	(ii) The existing rule is clear & may Continue. (furlough for a fraction of Continuous Service of seven years is not permissible).
(ii b) Furlough earned and due may be given for any period at one time within the limit of six months for 7 years continuous service. As a working procedure, furlough will have to be given for any period within the limit, as against a continuous period of six months, according to the needs of the employees and the discretion of the management.	(iii) The maximum furlough leave that may be allowed to accumulate may be limited to twelve months on half pay or six months on full pay. The maximum furlough leave that may be taken at a time may be limited to six months on half pay or three months on full pay.
(iv) ~~Whether furlough leave due and not utilised lapses at the end of the period of 7 years is for orders of Government.~~ Whether furlough earned during the first period of seven years and not utilised within the second period of seven years lapsed is for	(iv) If the maximum furlough leave that may be allowed to accumulate is limited as suggested in item (iii)

1 | 2

(v) Incidentally, it may be added that the question as to whether any fixed period of time should elapse between the date of expiry of furlough leave and the date on which such leave is again granted does not seem to arise.

(vi) Whether extra cost, if need be, may be incurred, by employment of substitutes when the employees are granted privilege vacation or furlough leave is also not free from doubt and is for orders.

(vii) Of the daily or hourly rated staff converted to monthly rate from 1-3-38 and subsequent dates, some were again put on daily wages after some time and are continuing as such and (2) some so put on daily wages were again brought on monthly rated list. Whether the benefit of leave earned by a worker when originally on monthly list lapses when taken on the daily rated staff, is for orders.

(viii) Furlough is admissible to monthly rated employees drawing Rs.30/- or more. To get this benefit whether it is enough if the employee is drawing Rs.30/- on the day he applies for furlough leave, though he was drawing less than that rate previously, or whether he should put in 7 years continuous service from the date he gets into Rs.30/- to earn this leave, is doubtful and is for kind orders.

(vi)n the absenc specfic mention contary, an emplo drawng Rs.30/- p. whether on the dat application or pri thereto is eligible furbugh. But pay such leave will be culated on the ave paydrawn for the months preceding t leave.

10th September 1943.
MSD)

lapses is for the orders of Government.

(v) ~~(vi)~~ This matter may be left to the discretion of the authority entitled to grant leave.

item 3, above, any leave earned in excess of limit will automatically lapse.

(v). be agreed to.

(vi)
~~(iv)~~ If an employee is brought on daily rated staff from monthly rated staff the service on the latter basis may be regarded as service on the daily rated basis itself.

(vi) - dd ——

of any the ee ~~the~~ . ~~the~~ of r for during cal- age 12 ne

(vii) ~~(vi)~~ It has already been recommended above that part of the service on daily rated basis may be counted for furlough. It is enough if the employee is drawing Rs.30/- on the day he proceeds on furlough.

(vii) It is enough if the employee is drawing Rs 30/— pm on the day he applies for furlough leave & has completed seven years of continuous service on monthly pay.

Government Director,
Industrial Concerns.

To
Sec to Govt.
30/4/ Indstr. Dev. Deptt.

V:2

G. R. S. App. F VI—G. 2]

SUBJECT.....

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Diary No. of letter replied to.....

Section. Ftc

File No. 3 143

Serial No. 17

General and Revenue Secretariat.

( )

the *194* .

Proceedings of the Government of His Highness the Maharaja of Mysore.

Date of issue 12/5 194 .

Signed by .....

Read—

G.O No D 2086-92 / Ftc 252-38 -18 & 28.10.1941 issuing a set of uniform ~~rules~~ work service rules for regulating leave & other benefits to the employees in the Govt. Industrial Establishments.

2. Letter No. G. 328 & 10.9.1943 from the Govt. Dist, J. C, Bangalore submitting proposals for orders certain in respect of the ~~Correct~~ procedure to be adopted by ~~the General Managers of the Govt. Industrial Concerns~~ in granting under the work service rules. furlough leave to the employees in the Govt. Industrial Concerns. ~~accord~~

3. U.O Note No 587 / S.P.L & 10.1.44 from the Comptr & Govt. furnishing his

May this be—

(i) printed ?

(ii) treated as a Standing Order ?

(iii) published in the Gazette, English Part ?

(iv) translated ?

(v) placed at the disposal of the Press ?

(iv) published in the Gazette, Kannada Part ?

HB (Statement) 4/5/44 LO.

opinion on the proposals of the G. D, I.C

Order no. D 7189-99(1)

Govt. are pleased to order as follows.—

(i) The date from which the employees are brought on the monthly pay basis may be taken into consideration for purposes of calculating furlough leave.

(ii) The existing rule is clear & may continue i.e. furlough leave for a fraction of continuous service of 7 years is not permissible.

(iii) The maximum furlough leave that may be allowed to accumulate may be limited to twelve months on half pay or six months on full pay. The maximum furlough leave that may be taken at one time may be limited to six months on half pay or three months on full pay.

(iv) Any leave earned in excess of the limit fixed in item (iii) above will automatically lapse.

(v) The question as to whether

The proposals of the G. D, I.C. as modified by the Compt' & Govt. (as shown in the statement annexed) are sanctioned.

List of Enclosures

Copied by

Examined by

To

The G.D. I.C.
" Dir of Ind.
" Commr. of Labour
" Compt' & Govt.-Thro' F.D.
" C. C. & Tels.
" G.I. Manager. Mys. State Rys.
" Genl. Manager. M. I. S. W, Bhadravati.

Dy. Sec. to Govt

WD 04162—GPB—60,000—23-10-41

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

Read:-

Government Order No.D.2056-42/Lab.252-43-18 dated the 28th October 1943 issuing a set of uniform work service rules for regulating leave and other benefits to the employees in the Government Industrial Establishments.

2. Letter No.C.320 dated the 10th September 1943 from the Government Director, Industrial Concerns, Bangalore submitting for orders certain proposals in respect of the procedure to be adopted in granting furlough leave under the work service rules to the employees in the Government Industrial Concerns.

3. Un-official Note No.507/Spl. dated the 10th January 1944, from the Comptroller to Government furnishing his opinion on the proposals of the Government Director, Industrial Concerns.

Order No. D 2189-99 (1) Dec 43

Dated, Bangalore 12 May 1944.

The proposals of the Government Director, Industrial Concerns as modified by the Comptroller to Government (as given in the statement annexed) are sanctioned).

By order,

Secretary to Government,
Development Department.

The Government Director, Industrial Concerns in Mysore.
The Director of Industries and Commerce in Mysore.
The Commissioner of Labour in Mysore.
The Comptroller to the Government of Mysore, through the Financial Department.
The Chief Conservator of Forests in Mysore.
The General Manager, Mysore State Railways.
The General Manager, M.I.&.C. Bhadravati.

HDSV/10.